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CHERYL FILLEKES

UNITED STATES DISTRICT COURT

THE NORTHERN DISTRICT OF CALIFORNIA

Case No. 15-cv-01824-BLF

ROBERT HEATH, and
CHERYL FILLEKES,
Plaintiffs, on behalf of themselves and
others similarly situated,

Plaintiffs,

v.

GOOGLE INC., a Delaware
corporation,

Defendant.

**DECLARATION OF DANIEL L.
LOW IN SUPPORT OF PLAINTIFF
CHERYL FILLEKES' MOTION
FOR CONDITIONAL
CERTIFICATION**

Complaint Filed: April 22, 2015
Trial Date: May 1, 2017

**DECLARATION OF DANIEL L. LOW IN SUPPORT OF PLAINTIFF
CHERYL FILLEKES' MOTION FOR CONDITIONAL CERTIFICATION**

I, DANIEL L. LOW, declare as follows:

1. I am an attorney licensed to practice in the State of California and the District of Columbia. I am a partner with the law firm Kotchen & Low LLP, and I represent Ms. Fillekes in the above-captioned matter. I am fully knowledgeable of the facts stated herein and am competent to testify regarding these matters. I submit this declaration in support of Plaintiff Cheryl Fillekes' Motion for Conditional Certification.

2. Attached to the accompanying Motion for Conditional Certification are true and correct copies of the following records produced by Plaintiffs and/or Defendant Google, Inc. in the above-captioned matter: GOOG-HEATH-00004596-97 (Ex. 1); GOOG-HEATH-00005454 – GOOG-HEATH-00005543 (Ex. 2); GOOG-HEATH-00003452-54 (Ex. 3); GOOG-HEATH-00000441-44 (Ex. 8); Heath-Fillekes 00005043-49 (Ex. 10); Fillekes 0008221 (Ex. 11); Heath-Fillekes 00002118 (Ex. 12); GOOG-HEATH-00000848-49 (Ex. 13); GOOG-HEATH-00001487-98 (Ex. 14); and Heath-Fillekes 0008181-83 (Ex. 20).

3. Attached to the accompanying Motion for Conditional Certification is the following true and correct excerpt from Plaintiff Cheryl Fillekes' December 17, 2015 deposition transcript: Fillekes Depo. Tr. p. 152 (Dec. 17, 2015) (Ex. 9).

4. Attached to the accompanying Motion for Conditional Certification are

1 true and correct copies of the following declarations received by Plaintiff Cheryl
 2 Fillekes' counsel: A. Barnes Decl. (Jan. 28, 2016), Fillekes 0008184-88 (Ex. 4); A.
 3 Heirich Decl. (Jan. 17, 2016), Fillekes 0008189-93 (Ex. 5); J. Westfall Decl. (Dec.
 4 23, 2015), Fillekes 0008204-07 (Ex. 15); M. Buchanan Decl. (Jan. 19, 2016),
 5 Fillekes 0008212-16 (Ex. 16); A. Miller Decl. (Jan. 17, 2016), Fillekes 0008194-98
 6 (Ex. 17); D. Ash Decl. (Jan. 19, 2016), Fillekes 0008199-0008203 (Ex. 18); and K.
 7 Thomas Decl. (Jan. 27, 2016), Fillekes 0008208-11 (Ex. 19).

10 5. Attached to the accompanying Motion for Conditional Certification are
 11 true and correct copies of the following PDF and screenshot of Google webpages
 12 accessed by Plaintiff Cheryl Fillekes' counsel on June 27, 2016 and June 28, 2016,
 13 respectively: Google Diversity, Google, Inc., [https://www.google.com/diversity/at-](https://www.google.com/diversity/at-google.html)
 14 [google.html](https://www.google.com/diversity/at-google.html) (last visited June 27, 2016) (Ex. 7); and How We Hire, Google, Inc.,
 15 <https://www.google.com/intl/en/about/careers/lifeatgoogle/hiringprocess/> (last
 16 visited June 28, 2016) (Ex. 6).

17 I certify under the penalty of perjury that the foregoing statements are true and
 18 correct to the best of my knowledge.
 19

20 DATED: June 28, 2016

21 /s/Daniel L. Low
 22 Daniel L. Low
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